

FINANCE COMMITTEE MEETING
held November 14, 2022
5:30 p.m.

Councilman David L. Tadych, Chair
President of Council Dwight Clark
Councilman Thomas J. Kelly
Councilman Peter Winzig

Also Present: Councilwoman DeGeorge, Councilman Greco, Finance Director Mahoney, Mayor Koomar, Finance Assistant Milton, Human Resource Director Demaline, Chief of Police Gillespie, Recreation Director Enovitch, Clerk of Council Kemper.

Audience: Barb Taushanoff, Robert and Nicki Hazeldine.

Mr. Tadych called the fourth meeting of the Finance Committee of 2022 to order in the Council Chambers of Bay Village City Hall at 5:30 p.m. and thanked everyone for their attendance.

Continuation of Sewer Rate Discussion

Mr. Tadych advised that he met with Finance Director Mahoney and developed an idea of a possible four-level water/sewer bill situation. He gave Mrs. Mahoney a copy of his water bill for his home for reference.

Regarding the four-level idea, Mr. Tadych noted that presently residents are paying \$360 per year. The new idea would have the first level starting at \$400 per year and then progress to a five percent increase each year after that.

Mrs. Mahoney displayed a spreadsheet sent to her by the Cleveland Water Department. Mrs. Mahoney informed Cleveland Water that the City of Bay Village needs approximately \$3.6 million (projected amount for year 2023). If 53,000 MCF's is all the residents used in the last twelve month billing period, the MCF charge has to be higher in order to collect the amount of money needed to fund operating expenses and future obligations. The spreadsheet tells usage by numbers of residents. Eleven accounts in the city used .1 MCF, 5 accounts that used .3, etc. (annually). The average for a person is usually 6 MCF's per year. The problem is if the billing is done by usage, some residents will save money, but other would pay much more. Those using .6 would pay \$412 per year. A family of three would be \$1,200 per year (approximately 1,500 families of 3 in Bay Village), much more than the \$520 per year based on the flat rate. The people with low usage would save money, the people with families would pay extremely more. Mr. Tadych suggested dividing the list into quadrants of a combination rate of usage but flat rate. Mrs. Mahoney then took the 6,300 accounts that Cleveland Water bills and divided into approximately 1500 per tier. Anyone who used 4.5 MCF's annually or less would be in the first tier (\$400 annually). The second tier would be anyone between 4.6 MCF's and 7 MCF's (\$500 annually), and 7.1 to 10.3 MCF's is (\$625 annually) and \$780 annually is the top tier. While it seems like a viable idea, it is not as taxing on the families, it is a great deal of administrative

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work, there is a savings to the first level. Mr. Tadych stated that it would also save looking at these on a monthly basis and possibly reduce the cost of retrieving information.

Mrs. Mahoney stated that it would still cost the City \$25,000 extra per year to obtain the information from the Cleveland Water Department. Mr. Tadych asked if it would only need to be obtained once. Mrs. Mahoney stated that there could be changes in the tiers if the property exchanges hands. Mayor Koomar questioned how the constant flow of people moving in and out of the City could be affected with the tier model. With new residents coming in the administration would have to arbitrarily select something for them, reset the next year, and explain why the rates were changing.

Mr. Tadych stated that the Mayor has a good point but the final water bill is per each household coming in and going out. You may be able to do the assessment at the closing of the first house.

Mrs. Mahoney noted that the savings in the lowest tier would only be \$10.00, using the four-level tier method of applying billing on usage. A family of 3 would be increased from \$360 per year to \$1,200 per year, based on pure usage.

There are 1,587 households in each tier. The 6,349 total includes commercial accounts, which would not be included.

Mayor Koomar noted that the cities of Bedford and Bedford Heights use flat rates. He is having the City Engineer check to see if there are any hybrid models for usage.

Mrs. Mahoney stated that if the City went to the usage billing the City of Cleveland would be paid \$175,000 per year for the information.

Mr. Clark noted that Cleveland Water Department changed from a quarterly billing to a monthly billing approximately one year ago. Everyone gets a flat \$9.00 monthly charge, in addition to the usage charge. This would add \$108 per year to the bill.

Mrs. Mahoney stated that for Cleveland Water to bill it would be \$2.30 per month, per bill. Mrs. Mahoney has not confirmed what they would charge for the data but Rocky River pays \$4.00 per account. For Bay Village that would be \$25,000 per year. Mrs. Mahoney noted that the City could still handle the billing.

Mr. Clark stated that he does not think the City can go to a permanent structure at this time. If the increase could be phased in somehow it would be helpful to the residents. The concern about going to the entirety now is the fact that the flow and strength study has to be done next year. We do not know the outcome of that, we don't know when the project is going to be completed, or what the final project is going to cost. If the City gets a DOPWIC grant, which the administration has been very successful with grants, that reduces the cost of the tank. There are many unknown variables now to make a permanent decision today.

Mayor Koomar stated that there is an alternative for outside funding, but for the no feasible alternative from the Rocky River plant, and the projects that will need to be funded, both

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internally and at the plant, we know that funding would help and keep rates as low as possible. While those possibilities are out there they have not been built into this model. He noted that the City of Elyria was charged with civil penalties and requirements under court order to get things done. We are trying to stay away from that.

Mrs. Mahoney stated that even with the proposed \$40 per quarter increase, it would take until 2033 for Bay Village to meet the average of the west side cities of \$213.00 per quarter. Something has to happen or Bay Village will not be able to fund sewers for next year. The \$40 increase per quarter would not erase the negative fund balance coming in 2031.

Mr. Clark stated that in three years, at \$40 per quarter, the City is still running a \$1.9 million surplus in 2026, under the current proposal. That is a very healthy number. Mr. Clark stated that is his concern speaking as a resident.

Mr. Clark stated that the City needs to start billing in 2023. The question is how it will be done, and how much.

Mr. Tadych stated that more may be known after 2023 is over, if a certain amount is assessed.

Mr. Clark stated that at this point he is in the camp of using a flat fee and agreeing on what the increase is for a couple of years, until all the other factors get themselves worked out.

Mayor Koomar stated that his concern is that Cleveland Water applies payments to water bills before sewer bills. Mrs. Mahoney noted that the cities that use Cleveland Water for billing do not assess property taxes for the unused sewer charges. When a title transfers for a home there is always a shore up there. Bay Village collects about \$250,000 per year in unpaid sewer charges.

Mr. Clark asked if any of the surrounding cities serviced by the Rocky River Wastewater Treatment Plant are subject to EPA findings, as is Bay Village. Mr. Liskovec stated that Rocky River has two sanitary sewer overflows. Mrs. Mahoney pays \$100 per month for sewer charges in Lakewood where she resides.

Mr. Clark noted that sewer rates have not been raised in seven years. The trash collection rates have not been raised in ten years. Millage that could be used has not been increased to tax residents since at least 2010.

Mr. Clark noted that the recent passage of the school levy will be additional cost to residents. Mr. Tadych stated that was the residents' decision.

By the year 2031 the City will be at a negative in the sewer fund. But, by then, the cost of the project for the equalization tank and additional charges by the Rocky River Wastewater Treatment Plant will be known.

Mayor Koomar stated that Rocky River Wastewater Treatment Plant is building out a larger scale model for the entire system. Based on that they will find the key points that need to be addressed by each of the participating cities that affect the plant overflow. Our equalization tank

will slow down the flow, but each city has to look at ways they can hold sewage back in certain ways so the plant does not get overwhelmed.

Budget Review: Police Department

Police Chief Gillespie reviewed new hires in the Police Department including Dispatcher, and a new officer attending the Police Academy in January. An additional officer will be sought through Civil Service testing beginning late this month.

Five year plans are expected from all of the police supervisors to keep the department up to date on the newest technology and training needed.

Payroll for 2023 is the second year of the new contract.

The total complement of the Police Department is 24 officers including the Chief, two Lieutenants, four Sergeants, and fourteen patrol officers including the School Resource Officer. Two resignations were submitted last year. There are two openings for part time, or Deputy officers, two openings for school crossing guards, three openings for part time dispatch. Mayor Koomar commented on the difficulty in finding applicants for the position of police officer, and part time police officer.

Human Resource Director Demaline commented that she has been trying to hire part time officers since her employment here in 2015 and has not been successful. The ones previously employed have officially retired.

Mr. Clark asked if the budget numbers for the Police Department of 24 officers are as if there was a full complement hired. He noted that we rarely get to those numbers.

Mrs. Mahoney stated that the only other items for the Police Department are two police cars, body cameras, and tasers that will be reviewed in the Capital budget reviews next week.

Chief Gillespie stated that the grant for body cameras is still under review. The amount of \$86,094.00 was applied for with this grant. The police cars have Watch Guard cameras and they are looking for Watch Guard cameras for bodies. They need storage for the in-car cameras as part of this, so that is why the difference in what they can apply for in the grant. The grant only covers body cameras and has nothing to do with cars. The complete outfitting quotation is \$108,934.00, \$20,000 more than the grant. This is a five year plan. If there is permission to go ahead with the \$108,934.00, whatever they get back from the state will help offset that amount. The application did say that they look for first time agencies. The Chief stated that the cameras will help tremendously in officer safety. Mr. Clark noted that the City of Rocky River is completely equipped with body cameras. Mr. Tadych noted that the \$108,934 is split between five years; it is not \$108,934 for each of the years.

Mr. Winzig noted that Chief Gillespie has spoken about potential staffing and software for content management. Chief Gillespie noted that the technology provides that when the car lights are turned on the body cameras are turned on as well. Some programs turn on all the cameras in

a location near the officer turning his camera on. They have their own storage at the police department for the in-car cameras, which are very effective but do not work out of the vehicles. The body cameras will give the police protection for their entire shift.

School Crossing Guards

Human Resource Director Demaline stated that they have reviewed the school crossing guard structure of other cities on the west side and have found that they would like to increase their school crossing guard wages to \$15.00 per hour. Some of the guards have been in the position for five years and they would like to get them to the midpoint of the range which is \$16.50 per hour. A school crossing guard who was already at the maximum of the range hasn't been able to get the full increase the past couple years. They would like to go back and compensate that person looking at what percentages they were not able to receive because of being at the maximum and came up with an amount of \$17.12 per hour for that person. They are requesting that crossing guards be moved from a Grade 2 to a Grade 3 which will allow the range. This is also contingent on the salary ranges getting a slight increase.

Audience member Kathy Guzley asked if the crossing guards receive compensation on snow days. Ms. Demaline stated that the guards are regular part time employees and do accrue paid time off which they are able to use should there be a calamity day. Bay Village is one of the few cities that offer any paid time off to school crossing guards. For every hour worked they accrue paid time off that they can use for sick time, vacation, or calamity days.

Mrs. Guzley stated that in her opinion paid time off doesn't seem like the right solution.

Mrs. Mahoney stated that the paid time off would be the equivalent of a crossing guard receiving three weeks off of their average hours per week. If they average 10 hours per week that would be 30 hours per year.

Nicki Hazeldine, school crossing guard, stated that it occurs as often as they work. If a guard is out ill for a week on that pay, she would not occur the paid time off time. If there are calamity days come winter time, they have nothing.....not like the school teachers and bus drivers. They are paid for their snow days and calamity days. When the guards get up in the morning they are going to their post. If you know it is a calamity day ahead of time it is great, but if not there are guards that will show up.

Mayor Koomar commented that the school has a good system for parents. He suggested that those phone numbers for the school's notification be provided to the school crossing guards. As soon as the superintendent would make the decision to close the schools they would receive a phone call.

Ms. Demaline stated that the City of Lakewood does offer paid calamity days. They are the only other city that offers paid time off to their school guards. Bay Village offers paid time off that is accrued by hours worked. Other cities do not offer their part time employees any paid time off.

Mr. Clark asked if the budget includes the entire year's salary for the School Resource Officer and then reimbursed by the schools for their share. Mrs. Mahoney stated that Mr. Clark is correct. There is also a transfer shown from the General Fund to the School Resource fund; that would be the City portion of the salary and the school pays the difference. The City pays 30% of the salary; the schools pay 70%.

Chief Gillespie stated that School Resource Officer Kitchen is phenomenal in this work with the schools. The parents, administration, and the students all love him. Chief Gillespie stated that he wishes he had ten more people like Officer Kitchen.

Dispatch wages

Ms. Demaline stated that there are two part time, non-union dispatchers and they would like to bring them up to what the starting rate is for the full time union dispatchers. The two part time dispatchers have helped keep everything together. A new full time dispatcher started today at a higher rate than the part time dispatchers are making. The rate is hourly. Chief Gillespie concurs.

Law Department

Law Director Barbour stated that there are three people in the Law Department: the Law Director, Prosecutor Gary Hotz, and Assistant to the Law Director, Julie. Mr. Hotz has been the Bay Village Prosecutor since September of 1990. He is the longest, continuously serving Municipal Prosecutor in Cuyahoga County, and one of the longest in the State of Ohio.

Mr. Clark asked if the labor negotiation costs were in the 2022 budget. Mrs. Mahoney stated that they were budgeted in 2021, with some roll over into 2022. Mr. Barbour stated that there are labor matters that occur throughout the year, e.g., a grievance or a need for an MOU with the union because circumstances have changed, or a change in law. For example, the military benefits have changed. Outside legal counsel is always engaged for labor matters. The same applies to some workers' compensation matters. There are some that will need outside counsel. The largest budget item other than wages is outside counsel, which can be significant. They are hard to predict because the City does not always choose when they will become involved with a legal matter.

Mr. Kelly stated that the reason Mr. Clark brought up the question is because last year's budget for outside counsel was substantial and is significantly down this year. Mrs. Mahoney stated that it was the carry-over from the union contracts.

The Law Department upgraded their computers recently. Most costs are fixed. Documents are scanned reducing the amount of paper files. Mr. Barbour noted that the need for original documents has greatly diminished in 2022.

Mr. Barbour noted that the Law Department has considerable interaction with the Police Department procedures and practices, as well as individual cases.

Mr. Winzig stated that the Law Department is to be commended for reducing their budget item from 2022.

Recreation Department

Recreation Director Enovitch stated that the Recreation Department consists of two full time employees, eight to twelve permanent part time employees and seasonal of 100 to 130 employees. He noted that they are a small group, fiscally responsible. There are no major asks this year. Specific lines indicate nominal increases to insure they can cover the costs of shirts for the employees, have the proper equipment and to maintain a safe environment.

Mrs. Mahoney stated that the parks portion of recreation is for top dressing and fertilizer for fields. That is the only increase of substance for the Recreation Department.

Mayor Koomar commented that there was a lot of aeration work done on the fields this past year. Mr. Enovitch added that they just completed the deep tine from the west end to the east end on all of their fields, city-wide. This work is done by an outside vendor. Bradley Road Park was done last year. This year they started at Bradley Road Park and worked their way to Reese Park. The work is done by Strategic Turf Systems.

Mr. Tadych asked how the Recreation Department did with their pool personnel. Mr. Enovitch stated that they did pretty well; it is a challenge for staffing everywhere. August was a challenge but they were able to stay open until Labor Day.

Mr. Tadych stated it was a challenge because some of the employees go back to school. He asked if it was a challenge because of salaries as well.

Mr. Enovitch stated that they were able to increase the life guards, which incentivized them to work for the Recreation Department and stay on. The challenge is basically going back to school. They are needing to go back the first or second week of August, and need time to prepare. Also, the Ohio High School Athletic Association has now allowed teams to practice for their fall sports and activities into July which pulls the students away.

The increase in part time wages in the budget is primarily the increase for seasonal workers.

Mrs. Mahoney stated that there is an increase for pool equipment. Mr. Enovitch stated that the pool will be entering into its 21st year and there are things that need to be kept working efficiently to maintain a safe environment for the patrons.

Mr. Winzig noted that the supply line total went down, but the equipment went up slightly so it is almost a wash.

Mr. Clark noted that Recreation is also supported by a half mill levy.

Mr. Tadych asked if there are any unusual happenings anticipated. Mr. Enovitch stated that getting through COVID and trying to bounce back has prepared them for future challenges.

Structurally, the concrete pool deck will have to be addressed, as well as the Play-in-Bay wooden structure. This will have to be brought to the table within the next five years. The pool deck repairs are in progress, but there will be some other areas addressed as well.

Mr. Enovitch stated that some work was done at Play-in-Bay in 2017. It is an aging, wood structure playground. There are safety issues that need to be addressed. The structure is thirty years old. The City of Avon Lake recently tore down and replaced their structure. An expert was consulted recently who recommended budgeting for work at the playground in the near future.

Mayor Koomar stated that they do use an outside firm/consultant for best practices. One hundred cubic yards of mulch were brought in this year. Every year all of the areas are looked at for safety.

Mr. Winzig asked if the structure is stained every year. Mr. Enovitch stated that it is stained every few years. Plastic caps were installed on the supporting posts in 2017 as part of the refurbishment.

Mr. Winzig asked if there has been any feedback on the new Cahoon facility. Mr. Enovitch stated that all the feedback has been positive.

Mr. Enovitch stated that the Bradley Park Playground has been completed this past summer. Trees are being planted. In regard to Coulton Courts they are working with Tom Coulton on possible resurfacing, resealing and relining like they have done at other courts. Mr. Enovitch has reached out to the schools to see if they would work with the City, and Mr. Coulton has committed dollars to the project in the amount of \$15,000 over his initial donation of \$60,000. Coulton Courts was last resurfaced three or four years ago, but cracks have occurred. They are competitive courts used by both the high school and the United States Tennis Association. Mr. Coulton is very sensitive to the upkeep and maintenance of the courts.

Mayor Koomar noted that the courts were increased to five courts for both residents and the high school competitive sports program. Mr. Coulton has stated that the Bradley Courts are the best public courts in northeast Ohio. Since they are known as the Coulton Courts, he would like to continue to make them top tier courts.

Mr. Winzig noted that there has been good feedback on the Pickleball setup as well at Reese Park. Mr. Enovitch stated that with the popularity of Pickleball this is something that may also have to be addressed in the next five years.

The new scoreboard works well and the lighting in the parks is operating efficiently.

Mr. Tadych asked if the lighting schedule remains the same in the winter as in the summer. Mr. Enovitch stated that the lights are on timers. Bradley Park is down now because of panel replacement. The setup is the same as it has been.

Mayor's Department – Human Resources

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Finance Director Mahoney stated that the Human Resource Department is rolled into the Mayor's Budget, There was an increase of \$2,000 for the staff retreat. An additional increase of \$2,000 was made for second level management training.

Mr. Clark stated that the FTEs would be the Mayor, Mayor's Assistant, Human Resource Director, and Project Manager Kerber.

Mr. Tadych asked about a salary, or token amount, that was discussed previously. Mrs. Mahoney stated that would be under Civil Service. It is not in the budget currently, until it is approved by Council. The amount is anticipated to be under \$10,000.

Mr. Winzig asked if this is to be paid to the person who manages Civil Service.

Mrs. Mahoney stated it would be for the Civil Service position that was discussed.

Ms. DeGeorge stated that she is confused. The discussion is Civil Service budget, Civil Service person that we talked about. She knows it won't go into any budget until Council approves it, but she is not sure what is being talked about in terms of a Civil Service person. Civil Service doesn't get paid, correct? They have a secretary, Joan. Does Joan get a stipend or salary? She does not. What is happening?

Mayor Koomar stated that it was built into Joan's compensation. At one point Joan did Planning Commission, Architectural Board of Review, Zoning Board of Appeals, and Civil Service.

Ms. DeGeorge asked if we are going from an unpaid position in Civil Service to a paid position in Civil Service.

The Mayor stated that when they did the Clerk position they did the salary administration for Level 6. There was a discussion on that and Joan was compensated for those duties. What we are looking at now is similar to what you see in Rocky River as a per diem for a Civil Service clerk. A lot of people think of the Clerk's position is not just taking minutes, but technically a lot of the process for human resources and union contracts, that person is effectively the point person for that. Applications for openings in the Police Department and things of that nature. We need to have someone totally up to speed on that, not just taking minutes, Joan does a great job on that but legally the position you see in other cities migrates toward someone that has the experience in those other categories, more so than just minutes.

Mr. Barbour stated that the model is Rocky River.

Ms. DeGeorge said we are not Rocky River.

Mr. Barbour stated that Civil Service has gotten to be a more complex process than people give it credit for. There are a lot of requirements with notifications, tests, setting everything up, handling the applications when they come in. Having one central position do that, rather than having just the Clerk do it, or the Police Department do it in the case of the police, and then having Human Resource Director involved, using the Rocky River model the Secretary would be

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one person who is central to everything, collects all the information, keeps track of it, processes it, handles it, makes sure they are complying with all the Civil Service Rules, rather than having it divided up into three different people.

Ms. DeGeorge stated that she has only attended a couple of Civil Service meetings, and Mr. Barbour has been at those meetings. She asked Mr. Barbour if he is compensated for attending them.

Mr. Tadych stated that Mr. Barbour is not doing the minutes like this new person will be actually processing the minutes, typing them and presenting them.

Mr. Barbour stated he goes to the City Council meetings and many other of the meetings but he is only there as a legal advisor if the need arises to get a legal opinion which frequently does at a lot of the meetings, but he does not review the applications, design the notice, or anything related to the process of the actual setting up of the examinations, assembling the test scores and putting all of that in front of the Civil Service Commission. He is there at the meeting to see if there is input needed in the form of a legal opinion.

Ms. DeGeorge asked who currently does all the work for Civil Service.

Mr. Barbour stated that Joan, Jen, and whatever department usually Police or Fire.

Mr. Greco stated that you do need an independent body, especially for the promotional examination process, or the entrance exam. You need someone not involved, like police or fire. You want to keep them independent and away from them.

Mr. Tadych stated that Joan did this before, and she is independent. So, the new person would be independent again.

The Mayor stated that Joan does this process, but from a labor contract standpoint and the Civil Service Rules which have been rewritten, and some of the hearings we have had it is clear that while Mark is an advisor and Jen is an advisor from a Human Resource Department, when you are in a spotlight you need one independent person. The Police Department shouldn't be getting the applications. For a number of years we functioned this way, but when rewrote our Civil Service Rules they said this is a different era, we need someone who has spot-on knowledge of Civil Service Rules, of Collective Bargaining Rules, of Human Resource Practices. A lot of times Jen or Mark shouldn't be privy to some of the information until the Civil Service Commission approves it. We sort of migrated over the years and that is what our take away was from rewriting our rules. The Police Department shouldn't be getting the applications. We've had some hiccups over the last few years because that process was not as tight. That was one of the reasons we rewrote our Civil Service rules. In talking with the entire Civil Service Commission they realized it is the time to follow the model of other cities. There are other cities out there that have a full time person that does it. That is crazy for us. Looking at a stipend is the next best thing for us to do that to have somebody that is qualified with all that information.

Mr. Winzig asked if this will be a part time hire.

Mr. Tadych stated it is not going to be a hire.

Mayor Koomar stated that Mr. Greco gets a stipend in Rocky River for doing Civil Service duties, which is what you see a lot of cities do, because he understands the union contracts, he understands Human Resource rules.

Mr. Greco stated that sometimes the Council Clerk does Civil Service as well.

Ms. DeGeorge stated that is what we have now.

Mr. Tadych asked if that person gets a stipend. Mr. Greco responded affirmatively.

Chief Gillespie asked if this is an extra position for Joan, or is someone being hired.

Mr. Tadych stated that Joan is being taken out of the picture as he understands.

Ms. DeGeorge stated that this is where she was confused. Maybe this warrants more discussion than we can have here right now.

Mayor Koomar stated that it could be a new hire. More than likely he would follow the model of other cities that have a per diem and use their Human Resource Director because that allows them to be the point person for all this information and manage that Civil Service process as it needs to be managed in 2022 and on.

Ms. DeGeorge stated that Civil Service has twenty meetings a year, or if they have five meetings a year, where does that leave that person.

The Mayor answered that it is a flat per diem.

Mr. Tadych asked if it would include testing, and things of that nature, and various items. Joan would be relieved of all those duties.

Mayor Koomar stated that to be clear that person is totally responsible for determining if someone applies whether they meet the requirements of the position. Jen technically can't give that advice right now. Mark technically can't give that advice. You need a person that can look at this and go back to that applicant and say you don't meet the criteria, you are not going to be part of that process.

Ms. DeGeorge asked then how is that not a conflict, If HR can't currently make that decision.

Mayor Koomar stated that Mike Greco holds a dual role in Rocky River which allows him to look at that, which is what other cities do short of hiring a full time FTE for the position, which obviously we don't need.

Ms. DeGeorge stated that she is not even convinced we need to change what we have.

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Mr. Tadych stated that we can cover a lot of problems by having Mr. Greco and his expertise.

The next meeting of the Finance Committee will address the Service Department budget and the Capital budget. The meeting will be held at 5:30 p.m. on Monday, November 21, 2022.

Ms. DeGeorge stated that she has further comments to make this evening regarding the sewer bill discussion. She stated that the fairness comes from the rate itself and maybe not necessarily the way we decide to bill the customer. We are very concerned about being fair to the customer in the City. The fairness could come from the rate. Usage based affords the residents the opportunity to participate with us instead of us saying here is what you are going to do.

Ms. DeGeorge stated that the other thing she has a question about in the compensation ordinance is such that every piece of compensation is sort of lumped together and we have the tiers and then we have the suggestions how to increase certain departments. There doesn't seem to be any room with that. If I agree with one thing on that ordinance and I disagree with five I am still voting on one ordinance. I may agree that "X Department gets that bump in their tier, maybe I don't agree with what the bump is, but I am still forced to vote on a whole, how ever many pages that ordinance ends up being. Other cities that I have looked at will take a department and Council will vote on that individual department or that individual line amount, dollar amount, the percentage amount, the increase that they are getting, and from what time to what time. That seems an easier way to do it than you giving us all the information in four or five sheets in one ordinance and saying vote on this, when maybe I don't agree on everything that is in there being presented to us. It is something to think about.

Mayor Koomar said that he sits on the RTA Compensation Committee and one of the things they are doing that they started right before he came in is they did hire a consultant to do a compensation study and tighten up their system and the model they are heading towards is very similar to the model we have in Bay Village for salary grades. The former chief of staff for the City of Cleveland sits in that committee with the Mayor and shared that is the system the City of Cleveland uses as well. The consultant brought in has twenty-five to thirty years of experience to manage that and set that system up. The Clinic is a non-profit and he has used it there. He knows that other cities have different methods, but it would be very hard for Council to sit back from being here on Monday night and trying to make a decision on performance.

Ms. DeGeorge stated that it is not even about performance. It is being presented to Council and suppose I agree that the crossing guards should get an increase, but I think that increase should be more. Am I supposed to vote yes on a whole ordinance that includes everybody else that I may or may not agree with, or am I supposed to vote no? It is just all lumped together. We don't have that many decisions to make when it comes to those increases, but they are all put in one ordinance for us and as time goes on since I have been here I don't find it the best way to do it. Maybe for a larger company like RTA, or a larger city, maybe, but we are small enough that we should be able to decipher that information without figuring it out. If I vote no it looks like I don't them to have a raise, and that is not my intent at all. I want them to have a raise. I just want to be able not vote yes on that other...

Mr. Tadych asked if Ms. DeGeorge would like to vote per department.

Ms. DeGeorge stated that other cities do.

Mr. Tadych stated that it really wouldn't be too many departments. About seven votes if we did it by department?

Mrs. Mahoney stated that the City is union.

Mr. Tadych stated that part wouldn't matter. It is the administrative end that Ms. DeGeorge is getting to.

Mayor Koomar stated that they worked very hard to come back from where they were a number of years ago to set rates and to have a performance management system that our directors over the last few years have navigated well in providing good feedback to our employees.

Ms. DeGeorge stated that it would be the same thing, it would just be broken out.

Mr. Kelly asked what happens when he agrees with Ms. DeGeorge on one department and doesn't agree on another. It is the same thing except it being one huge piece that either vote on or agree on or don't we now have that over five or six different items. We end up stuck with the same problem but just in a more granular level.

Ms. DeGeorge stated you are still only agreeing on one department as opposed to a large ordinance and asked to agree on all the departments on one.

Mr. Kelly stated ultimately it is still going to have a range or a number and you and I might agree it should be more because we tend to be more generous financially.

Ms. DeGeorge stated that you send the administration back to the drawing board is how that works.

Mr. Kelly stated that he is still struggling with on what basis this body would be making those determinations. I recognize that we are putting a lot of faith in the administration and the executive branch to come up with these rules and these decisions, but they are the people that are having direct contact with the employees. I don't see a scenario in which we, as Council members, would be in that position. For me it still comes down to whether it is one big thing or five smaller things we are still working with a certain level of gray. Whether it is the question of paid time off or extra days off or should everything start at fifteen and that is just a baseline for everything and move up, I still sense there is a limitation based on the distinct functions that each branch has that would make that just as challenging as figuring out which way to vote based on different sections of a given ordinance with which we agree or disagree.

Mr. Clark addressed Ms. DeGeorge and asked if her question would be that she would like to pay more but it would affect those employees that are directors, assistant directors, or part time because a large percentage of the city is unionized and pretty much gets the same percentage increase each year which would argue doing the compensation at one time, or put a generous

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upgrade in the ranges to give the administration to pay whoever they think should be paid the right amount based upon performance, tenure, and not based on the collective bargaining agreement.

Ms. DeGeorge stated that it is difficult to decipher right now the way it is set up.

Mr. Tadych stated that he has one more item. Wages have gone down about \$145,000 over last year in sewers, and he called upon Mrs. Mahoney for an explanation.

Mrs. Mahoney stated that they moved one person out of the sewer category. Also, she did change the first column, 2022, it was the budget and now this is her best guess on how the actuals will be for 2022. So the 898 could be high so that the number that has probably gone down in 2023 of \$145,000 could be smaller by the end of the year. To figure out the 2022 number she took where we were at in November and added last year's.

Mr. Tadych asked Mrs. Mahoney to check further and get back to the Finance Committee next week.

Mrs. Mahoney addressed Ms. DeGeorge and stated that she doesn't disagree with billing based on usage. The problem in Bay Village is that people are conservative in their water usage and the City needs a certain amount of money to fund the Rocky River Wastewater Treatment Plant to help fund our operations and fund future projects of the City. The MCF rate you have to charge in order to get that much money really causes the people that use the water to have to pay a lot to benefit the whole of the City. At a flat rate everyone has a people piece in the whole thing.

Ms. DeGeorge stated that when she considers utilities we do our own gas and our own electric and we don't take that responsibility away from the public even if you have to keep your thermostat at 62 degrees all winter.

Mrs. Mahoney stated that if the city went on a pure usage basis some of the constituents might not be very happy.

Ms. DeGeorge stated that to her it is an honest evaluation to be able to say it is your responsibility based on what you use as opposed to say we decided that you are all going to pay this amount because we need this money.

Mrs. Mahoney stated that Council has to decide what the MCF charge would be, or the flat rate charge.

Ms. DeGeorge stated that is explainable too for the treatment plant, for our equalization tank. I find that explainable and more understandable than a flat rate. Ms. DeGeorge stated that she appreciates Ms. Mahoney's opinion..

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The meeting of November 21 will cover the Service Department and Capital Budget and the time line for the entire budget. First reading of the budget is contemplated for December 5. Council will be provided with copies of the budget the week of November 28, for review.

There being no further comments or discussion, the meeting adjourned at 7:00 p.m.

David L. Tadych, Chairman

Joan T. Kemper, Secretary